

2/5/2016

Dear Signatory Contractor,

Below, you will find the incremental wage increases for the Agreement between the Heavy Constructor's Association of the Greater Kansas City area and the Western Missouri and Kansas Laborers' District Council, Heavy Construction Laborers' Local Union No.'s 1290 and 663. Wages are effective April 1, 2016.

	<u>General Laborer</u>	<u>Skilled Laborer</u>	<u>Leadman or Working Foreman*</u>
Wage	\$29.14	\$30.35	\$31.35
Health & Welfare	\$6.85	\$6.85	\$6.85
Pension	\$5.07	\$5.07	\$5.07
Vacation	\$1.50	\$1.50	\$1.50
Annuity	\$.62	\$.62	\$.62
Training	\$.73	\$.73	\$.73
I.A.F.**	\$.40	\$.40	\$.40

Supplemental Dues: For all work bid after April 1, 2015, the Supplemental Dues rate of \$1.35 shall be deducted from the wage rate as set out in Article XV, 11.

*\* If applicable, only one per project required. (See Other Provisions below.)*

*\*\* \$.40 I.A.F. per hour for each hour paid to employees covered by this Agreement shall be paid to the Heavy Constructor's Association of the Greater Kansas City Area Industry Advancement Fund, as set out in Article XII, 1.*

Other Provisions: The Employer may employ one (1) Apprentice whenever three (3) Journeymen (including a Foreman) are employed *on the project* within the jurisdiction of this Agreement... *It is agreed that Apprentices should, when possible, be moved by the Employer to different types of operations so as to become adept in a variety of operations and work skills.* (New language in italics, underlined language added for emphasis.)

If you have any questions or require further information, please contact me at (816) 444-0062.

Sincerely,

Jason Mendenhall  
Recording Secretary/Business Representative